

Stress, the individual and the workplace

We offer a series of workshops relating to stress in the workplace. These introduce up-to-date information, tools and strategies, and offer new insights on this topic for groups of up to fifteen people.

Stress, the workplace and you

This is primarily for the individual who is interested in learning how to thrive on stress

A manager's guide to tackling stress at work

Linked to the HSE Stress Management Standards, this workshop provides additional insights from the new world of positive psychology on how to tackle stress at work

Stress risk assessment

This workshop utilises the HSE process for work-related stress but considers other stress factors that managers have to face, and provides an in-depth and practical approach to formulating methods of dealing with the identified issues

These are highly interactive events, which get away from the classic models of stress as 'out there', and instead offers insights and tools to help people recognise how they might thrive in a stressful environment, identify and tackle stress in its different guises, and assess stress risk factors at both local and strategic levels.

Features

- Includes up-to-date thinking about the interaction between stress and the individual
- New understanding from the emerging world of Positive Psychology
- Focuses on the personal skills and strategies needed to foster a feeling of greater personal power and control
- Linked to the Health and Safety Executive Stress Management Standards
- Practical workplace and personal tools

Outcomes

- Deeper understanding of the effects of workplace stressors and the value of personal powerfulness in dealing with them
- Self-aware people operating at a higher level of personal understanding
- Practical, usable skills which produce immediate benefits in the workplace
- A more dynamic work climate
- Improved work performance

These workshops can be enhanced and extended for managers to enable them to apply the practical tools back in the workplace. The process can be supported via email or telephone consultations with our experts as necessary to help build sustainability and deliver a clear return on investment.

Contact us now to discuss how we can help your organisation.



Managing Absenteeism

This is a one-day interactive workshop on this important and timely topic for people who need to

- Tackle absenteeism in the workplace
- Recognise the different types of absenteeism – from genuine illness to 'present but not engaged'
- Identify the reasons for staff absence
- Understand the underlying causes
- Monitor absenteeism
- Learn the skills required to deal with persistent absenteeism

It is suitable for groups of up to 25 people.

It is a highly interactive event, which takes a no-nonsense approach to this very serious and costly problem, both in financial terms and its impact on work colleagues. We focus beyond simply creating yet more organisational policies and procedures. The day is designed to provide new insights and to help people recognise how they might tackle the abuse of sickness absence or those people who are present, but not actually doing their job.

Features

- Uses The Human Dimension's unique and accessible Learned Powerfulness® model, which is based on established principles and theory
- Psychological Fitness enables delegates to understand more about the underlying causes of absenteeism
- We use tried and tested practical tools to ensure delegates feel more psychologically fit, and thus better able to deal with demands of managing absenteeism
- Practice in both management and interviewing techniques designed to tackle absenteeism
- Demonstrates that the organisation and managers are taking absenteeism seriously
- Our work is supported by positive testimonials and feedback

Outcomes

- Greater recognition of the cost of various forms of absenteeism – which may become business critical
- Insight into why some people adopt negative behaviours, including absenteeism
- A wider range of personal and interpersonal skills and strategies needed to manage absenteeism effectively
- Cuts costs as well as lost time
- Improved work performance

Contact us now to discuss how we can help your organisation.



Confronting bullying

This is a one-day workshop on this rapidly emerging topic for people who need to

- Understand more about bullying and the different forms it takes
- Discover why some people become victims whilst others do not
- Take action to tackle the workplace bully
- Consider the consequences of standing up to bullies
- Identify the support that is available to victims of bullying

It is suitable for groups of up to 25 people.

It is a one-day, highly interactive event, which takes a no-nonsense approach to this very serious and distressing behaviour by a few individuals. We focus on what people can do personally, rather than simply rely on existing organisational policies and procedures against bullying. The day is designed to provide new insights and to help people recognise how they might tackle the bully either on behalf of themselves or others.

Features

- Uses The Human Dimension's unique and accessible Learned Powerfulness® model, which based on established principles and theory
- We use tried and tested practical tools to ensure delegates feel more psychologically fit, and thus better able to deal with the effects of bullying
- Focuses on the personal skills and strategies needed to foster a feeling of greater personal power and control
- Our work is supported by positive testimonials and feedback

Outcomes

- Deeper understanding of the personal effects of different kinds of workplace bullying and the value of psychological fitness in dealing with it
- More self-aware people operating at a higher level of personal understanding
- Practical, usable skills which produce immediate benefits in the workplace
- Knowing how to avoid being a target and becoming a victim
- Energy re-focused on what matters – workplace performance
- Cuts the human cost as well as lost time
- Reduced recruitment cost
- A healthier work climate

Contact us now to discuss how we can help your organisation.